

Your Benefits as a Federal Employee

The Federal government offers a benefit package that features some of the most attractive benefits available to employees. These benefits include:

Work Schedules

Throughout the Naval Facilities Engineering Command, many activities offer flexible work schedules, working other than the normal 8-hour-per-day, 40-hours-per-week schedule.

"NAVFAC offers a benefits package that isn't often found in the commercial world."

Vacation, Holidays and Sick Leave

Federal service offers 13 to 26 days paid vacation annually, depending on length of employment, that can be taken any way you choose, down to one hour at a time. Up to six weeks may be held in reserve for future use. You will also receive 10 paid holidays each year and earn 13 days sick leave annually. Active military duty may be credited toward length of service for leave accrual. Unused annual leave may be accumulated up to a maximum of 30 days. Sick leave is earned from the first pay period of employment. Every employee, regardless of length of service, earns 13 days sick leave each year. Unused sick leave may be accumulated over the years with no restrictions. In the event of an extended illness or serious injury, a substantial accumulation of sick leave will provide valuable salary protection at no cost to you.

Health Insurance

Federal employees enjoy the widest selection of health plans in the country. The Government also contributes a significant portion of the average premium towards the total cost of your premiums under these health plans.

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(Benefits continued)

Life Insurance

Through the Federal Employees' Group Life Insurance (FGLI) Program, you have several choices in selecting the level of life insurance that's right for you. The FGLI Program offers low group rates and convenient payroll deductions. Also, the Government pays one-third of the cost of Basic life insurance, which is based on your annual salary. In addition to the Basic insurance, there are also three types of Optional insurance which may be purchased.

Retirement Plan

Federal service offers a flexible retirement system that you can tailor to your special needs and circumstances. Included is an option by which you can invest up to 13 percent of your earnings, with the government matching the first 5 percent of investments. The program provides a number of investment options all of which generally have rates of return comparable to or above other investment opportunities.

Credit Union

At every activity you will find an on-site credit union that meets your banking needs.

NAVFAC LOCATIONS

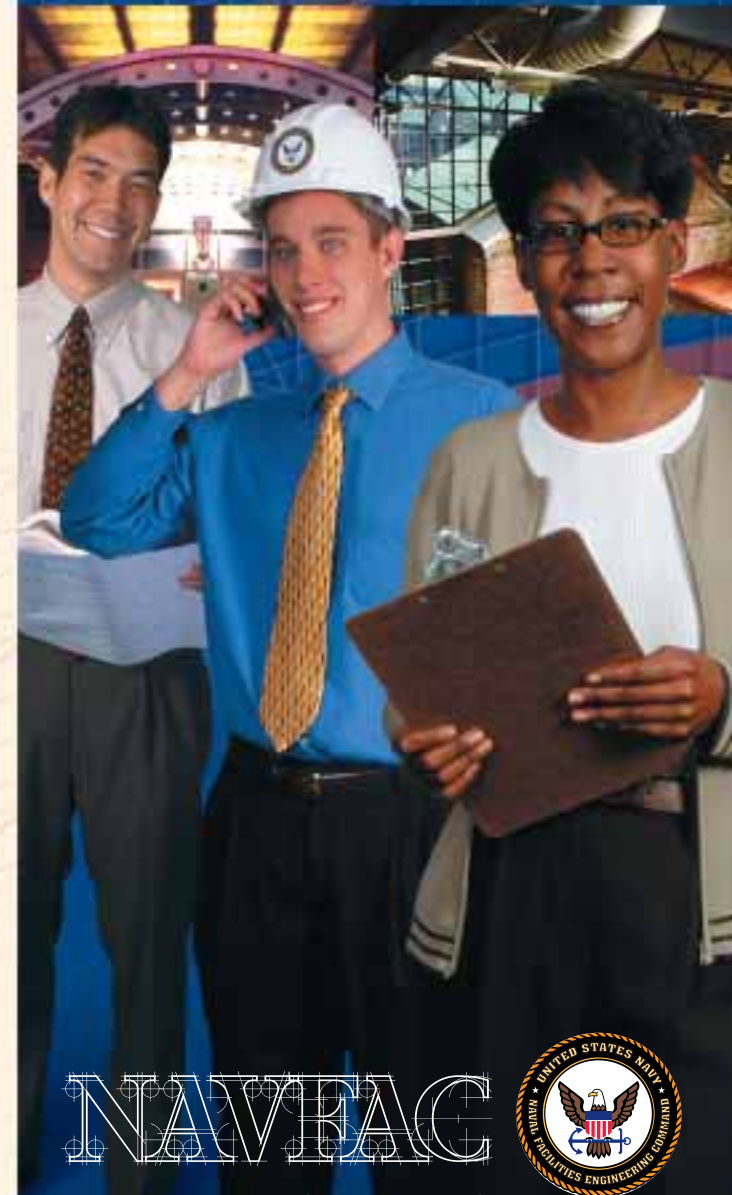


**Join the NAVFAC team and
turn your ideas into reality.**

Write to:
Naval Facilities Engineering Command
NFI/Professional Development Center
3502 Goodspeed Street, Suite 2
Port Hueneme, CA 93043-4337

Naval Facilities Engineering Command

PROFESSIONAL DEVELOPMENT CENTER



NAVFAC



An Equal Opportunity Employer

What is the Naval Facilities Engineering Command?

NAVFAC, as it is called within the Navy, consists of the planners, designers and construction managers for the Navy. Every day presents a new and different challenge for the professionals of the Command. From the planning of a new full-service hospital to the construction of a state-of-the-art hangar facility for the President's airplane, members of the Command make significant contributions.

Command professionals also acquire and dispose of real estate, manage and maintain the facilities on all naval bases, and provide housing for military families.

For the military officers of the Civil Engineer Corps and civilians working in their specialized field, "Service to the Fleet" is both a motto and a purpose. This results in professionals pursuing challenging and satisfying careers.

Where you go and what you do is largely determined by you. Career opportunities abound and cover most professional areas of specialization:

- Architecture
- Contracting
- Business
- Environmental
- Planning
- Engineering
 - Civil
 - Environmental
 - Fire Protection
 - Industrial
 - Electrical
 - Structural
 - Ocean
 - Mechanical

Your Career

Becoming a civilian intern with NAVFAC provides excellent opportunities for advancement. Interns enter the work force at the GS-5 and GS-7 level. The federal government can offer starting salaries that are competitive with private industry.

Not only can the federal government offer competitive salaries but you will be given a level of responsibility that is unparalleled to private industry. While how far and how fast one progresses is contingent upon one's personal drives and motivations, individuals are assured advancement to the middle-management level within two to three years.

Salaries for the levels mentioned above are ever changing and increasing. In addition, employees receive periodic pay raises, cost-of-living increases, and cash and honorary awards for special acts and superior work performance.

For the most recent information on the opportunities and benefits available at the Naval Facilities Engineering Command, call (805) 982-2849.

The Professional Development Center

As one approach to assuring a sufficient Command-wide professional work force, NAVFAC established the Professional Development Center (PDC) program.

The program's purpose is to provide an intake of junior professionals, who, through planned development and intensive on-the-job training, can be advanced to meet the Command's professional requirements projected to occur two to three years in the future.

The PDC program is not a classroom exercise. Training is received through actual production assignments, and the intern is evaluated on ability to learn as well as ability to produce.

During the intern's training period, the degree of supervision decreases as ability to perform at a professional level on assigned tasks is demonstrated. The benefit of the senior professional's experience, however, is always available.

Applicants interested in applying for entry-level positions should apply directly through our website at: <http://cmcell.navfac.navy.mil/intern.asp>. Specific vacancies can also be applied for via the Office of Personnel Management's website at www.usajobs.opm.gov.

"If you're looking for a position where a motivated self-starter can manage their professional development, then NAVFAC is the place for you."